Excerpts from *Building a Collaborative Culture First Steps* Webinar with Chris Bryan

<http://www.inclusiveeducationpdresources.ca/learning-coaches/trust_learning_forward/index.php>

(Tschannen-Moran)

Trust is… *a willingness to be vulnerable* based **on the confidence** that the other person is:

* Benevolent
* Honest
* Reliable
* Open
* Competent

13 Behaviors to Build and Restore Trust (Stephen M.R. Covey, *The Speed of Trust*)

1. Talk straight
2. Demonstrate respect
3. Create transparency
4. Right wrongs
5. Show loyalty
6. Deliver results
7. Get better
8. Confront reality
9. Clarify expectations
10. Practice accountability
11. Listen first
12. Keep commitments
13. Extend trust

~Peter Senge:

It is common to say that trees come from seeds. But how could a tiny seed create a huge tree? Seeds do not contain the resources needed to grow a tree. These must come from the medium or environment within which the tree grows. But the seed does provide something that is crucial: a place where the whole of the tree starts to form. As resources such as water and nutrients are drawn in, the seed organizes the process that generates growth. In a sense, the seed is a gateway through which the future possibility of a living tree emerges…

~ Dr. James Comer, Founder, Comer School Development Program, and Professor of Child Psychiatry, Yale University

“It takes time to build trust, it takes time to build good relationships. … You are not going to find a curriculum or an instructional approach anywhere that overcomes the distrust and alienation and anger and so on that slows the relationships and the learning that's possible. There is no magic pill.”

Predicting Success…

Trust alone won’t solve instructional or structural problems.

**And** schools with little or no relational trust have practically no chance of improving.